

# EXCALIBUR

## Weekly

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### Report on sexual harassment done

**Berel Wetstein**

President H. Ian Macdonald told a press conference Tuesday he would accept the recommendations of the Presidential Advisory Committee on Sexual Harassment, including the proposal to establish a committee to respond to complaints of sexual harassment.

Macdonald stated that he would quickly implement the recommendations put forth by the committee, which was chaired by Professor Ann B. Shteir, Advisor to President on the Status of Women.

The twenty-month-old committee had been founded to examine sexual harassment in the field and in educational institutions. It had the mandate to draw up guidelines that would deal with complaints resulting from this social problem, and that would also serve as a preventative measure.

This study, the first of its kind in Canada, gave illustrations of harassment of females by males, males by females and in a homosexual context. It then explains how the complaint committee handles each question.

Questions were raised as to the appropriateness of the University delving into an area that is covered by the Human Rights Act. In response the report cites a decision by the Human Rights Commission, which states, "It is reasonable to assume the provincial legislature will impose a positive duty on employers, including universities, to take active and meaningful measures both to prevent sexual harassment and to deal with it when it arises." Professor Shteir added "This is

an educational institution and it is part of the mandate of a university to investigate social problems. This report can be viewed as an educational tool as well."

The report sets guidelines regarding professor and staff behavior. It also deals with the question of personal relationships between faculty and their students by asking for common sense. Although they would not recommend fraternization, neither would they ask that it be banned as this would be an infringement on human rights. When pressed to express her personal feelings about this situation, Shteir stated, "I consider it the worst in professional misconduct."

During the press conference the major media - particularly CFTO - tried to have Shteir state that sexual harassment was rampant on campus. At this point Macdonald set the record straight by stating that this is a wide spread social problem that he felt should be investigated during his tenure as University president.

The committee was composed of members chosen from the unions, the Council of the York Student Federation, and the administration. Its report resulted from more than forty meetings and the committee's effort is reflected by the concise manner in which the report was written.

The report will be studied by universities and community colleges across the country, who will probably modify it, so that it suits local situations. A bibliography that lists works concerning sexual harassment is included in the report. Those wishing a copy of the report should contact J. Becker in S104 Ross.



Professor Ann B. Shteir and President H. Ian Macdonald were in the spotlight this past Tuesday when they announced the details of a first-of-its-kind study on sexual harassment done here at York.

Mike Albu

### Impeachment decision delay

#### Montgomery explains absence while the Student Senate Caucus fails to reach a quorum

**Rose Crawford**

The decision on the issue of Malcom Montgomery's removal from the Board of Governors has been delayed because the Student Senate Caucus has twice failed to reach quorum.

A meeting scheduled for last Thursday, during which the motion of Montgomery's removal was to have been introduced, was postponed twice because of low attendance. It has been rescheduled for tomorrow morning at 10 a.m.

According to SSC Chairperson Jackie Altman, such low attendance is uncharacteristic of this caucus and personally frustrating for her.

"I'm very discouraged and frustrated because there are other motions I'm trying to pass (aside from the Montgomery motion). I've never had this problem before. I don't know, maybe it's the time of year," says Altman.

Altman also stated that she will make a ruling to set quorum

at eleven members for the Montgomery decision, rather than seven, as specified in the Senate handbook.

"Seven of twenty-two members is not really fair representation, especially when making such a major decision. I feel eleven is a

#### Missed six BOG meetings

Montgomery, who had earlier refused to comment on the situation, admitted to having missed six BOG meetings during the spring and summer of 1981, contrary to what he had said in an earlier letter to *Excalibur*. He stated that he was unable to attend the latter four meetings because of his summer job in the Muskoka area. He added that he could not recall for sure whether or not he attended the first two meetings.

Montgomery believes that CYSF President, Greg Gaudet, is being motivated by vindictiveness in his attempts to have him removed from the BOG.

"His attempts to blame me for his lacklustre performance in office just won't wash, and this latest Student Senate Caucus thing shows just how desperate he is...he doesn't get points for incompetence and for being vindictive," said Montgomery.

In an earlier interview with *Excalibur*, Gaudet stated that he would have done the same thing had anyone else been in Montgomery's position.

### Students demand administration act against profs who struck with CUEW



Ian Yehros and Sandra Shaw are upset about lost classes.

**Michael Monastyrskyj**

The strike of the Canadian Union of Educational Workers is long over, but its effects are still being felt as the University Policy Committee considers what action should be taken against full-time faculty who cancelled classes in support of the walk-out.

The University Policy Committee met Tuesday. According to Bill Farr, Vice-President in charge of employee and student relations, the question of possible action against professors who cancelled classes in violation of their contracts "consumed a large proportion of the meeting." Nothing, however, was decided and the matter will likely be taken up at the organization's next bi-monthly session.

The committee, composed of the president, vice-president, deans, the Director of libraries, and other York officials, is an advisory body to the President. It began to deal with the faculty problem after a memorandum asking the deans and the Director of Libraries to name professors who had violated their contracts met with a response that Farr considered unsatisfactory.

In the memorandum dated November 8, Farr states that professors who made "unauthorized postponements" would lose pay only if the classes were not made up. In any case, Farr said, "the violation of the individual's Collective Agreement should not

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Mike Albu